

Introduced by Senator Scott

January 26, 2006

An act to amend Sections ~~44251, 41522, 44251, 44252, 44252.5~~ 44253.3, 44259, 44270.1, ~~and 44275.4~~ 44275.4, 44277, 44279.1, and 44320.2 of, to add Sections 44252.7, 44265.1, 44279.25, 44387, and 45028.2 to, to add Chapter 3.38 (commencing with Section 44740) to Part 25 of, to repeal Sections 44274, 44274.1, ~~44274.5~~, 44275.3, 44275.5, ~~44277~~, 44278, and 44279 of, ~~and to repeal and add Section 44274.2 of, and to repeal and add Article 6 (commencing with Section 44560) of Chapter 3 of Part 25 of,~~ the Education Code, relating to ~~teacher credentialing~~ teachers, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 1209, as amended, Scott. ~~Teacher~~—Teachers: teacher credentialing: out-of-state teachers: professional growth programs: teacher compensation.

(1) Existing law establishes the teacher credentialing block grant and, commencing with the 2006–07 fiscal year, requires the amount of funding a school district receives through the grant be adjusted for inflation and for growth, as specified.

This bill would, instead, require the amount of funding a school district receives be adjusted based on changes in the number of participating credential candidates, with the amount per candidate adjusted annually for inflation.

(1)

(2) Existing law authorizes the Commission on Teacher Credentialing to issue preliminary teaching and services credentials

and professional clear teaching and services credentials if the applicant for the credential meets certain minimum requirements relating to professional preparation. Existing law makes a preliminary teaching or services credential valid for 5 years, pending completion of a 5th year of study and a professional clear multiple or single subject teaching credential valid for the life of the holder, if the holder meets certain requirements relating to professional growth.

This bill would delete the requirements relating to professional growth, and, instead, would provide that a clear or professional clear teaching or services credential is valid for the life of the holder if the holder submits an application and fee for renewal to the commission every 5 years and meets certain professional fitness requirements relating to good moral character. The bill would delete certain provisions in existing law relating to teacher professional growth programs. *The bill also would delete the provision permitting an emergency permit to be issued or reissued for validity periods not to exceed one year.*

(3) Existing law prohibits the commission from issuing, except as specified, a credential, permit, certificate, or renewal of an emergency credential to any person to serve in the public schools unless the person has demonstrated proficiency in basic reading, writing, and mathematic skills in the English language, as specified.

This bill would add an alternative method for satisfying the proficiency requirement and would require the Superintendent to perform specified duties associated with that method. The bill would add to the persons that the commission is required to exempt from the basic skills proficiency test requirement, as specified.

This bill would require the commission by July 1, 2007, to ensure that the California Subject Examinations for Teachers (CSET): Multiple Subjects be modified to assess basic writing skills similarly to the state basic skills proficiency test and would provide that achieving the necessary passing score on the revised test be considered equivalent to passing the state basic skills proficiency test. The bill would require the commission, by July 1, 2009, to examine the feasibility of incorporating the assessment related to effective reading instruction that is currently included in the Reading Instruction Competence Assessment (RICA) within a revised CSET: Multiple Subjects and report its findings to the Legislature and Governor. This bill also would require the commission, by July 1, 2009, to ensure that the CSET in Single Subjects and the related scoring protocols are

modified to assess basic writing skills similarly to the state basic skills proficiency test.

(2)

(4) Existing law authorizes the commission to issue a certificate that authorizes the holder to provide certain services to limited-English-proficient pupils, if the applicant for the certificate meets certain minimum requirements, including possession of certain prerequisite credentials or permits, passage of certain knowledge and skills examinations, and completion of specified coursework in a second language.

This bill would authorize a teacher who possesses a credential or permit, as required under existing law, and is able to present an out-of-state credential or certificate that authorizes the instruction of English *language* learners, to qualify for the specified certificate by submitting an application and fee to the commission.

(3)

(5) Existing law provides that the requirements for a ~~professional~~ *clear preliminary* multiple or single subject teaching credential include, among other things, completion of ~~a an accredited~~ program of ~~beginning teacher induction~~ *professional preparation*, as specified.

~~This bill would require that a teacher be deemed to have complied with the specified requirement, if the teacher (a) holds a preliminary multiple or single subject teaching credential or is an intern participating in a specified internship program; (b) is serving in the first or second year of service; and (c) complies with certain requirements relating to issuance of a preliminary multiple or single subject teaching credential, including completion of a specified accredited internship program of professional preparation.~~

This bill would eliminate the contingency that each teacher preparation program include a specified teaching performance assessment only if funds are available in the annual Budget Act for this purpose.

(6) Existing law establishes the requirements for credentials for teaching specialties and requires the commission to ensure that, in adopting the rules and regulations establishing the requirements for the special education specialty, teachers have sufficient knowledge and experience, as specified.

This bill would require the commission, by December 1, 2007, to report to the Legislature and the Governor on the process and requirements for obtaining a specialist credential in special education

and recommend modifications to enhance and expedite these procedures.

(4)

(7) Existing law requires the commission to issue a 5-year preliminary multiple subject teaching credential, a 5-year preliminary single subject teaching credential, or a 5-year preliminary education specialist credential authorizing instruction of special education pupils to any out-of-state prepared teacher who meets certain requirements.

This bill would substantially revise the requirements for issuance of the specified credentials to out-of-state prepared teachers. The bill would delete certain requirements in existing law relating to credentialing of out-of-state teachers.

(8) Existing law permits a holder of a clear teaching credential to appeal an adverse action by a school principal, specified mentor teacher, or other district designee related to professional growth, as specified.

This bill would delete that provision.

(9) Existing law prohibits the commission from issuing to the holder of an invalidated clear teaching credential another teaching credential of the same type and, instead, provides that the holder of the invalidated credential is eligible for reinstatement of the credential, as specified, if the holder has met certain requirements.

This bill would delete these provisions.

(10) Existing law establishes the voluntary California Beginning Teacher Support and Assessment System, also known as the Marian Bergeson Beginning Teacher Support and Assessment System, that includes providing an effective transition into the teaching career for first- and 2nd-year teachers, and ensuring that an individual induction plan is in place for each participating teacher.

This bill would require the Superintendent and the commission to report to the Legislature and the Governor on the system by December 1, 2007, as specified. The bill would require the Superintendent and the commission to review and revise, as necessary, the Standards of Quality and Effectiveness for Beginning Teacher Support and Assessment Programs by July 1, 2008.

(11) Existing law requires a program of professional preparation to include a teaching performance assessment, as specified, in order to meet the requirements for a preliminary multiple or single subject teaching credential. Existing law requires the commission to

undertake specified duties regarding the performance assessment, subject to the availability of funds in the annual Budget Act.

This bill would change the performance assessment requirement to begin July 1, 2008, and would delete certain provisions in existing law relating to performance assessments. The bill would change the requirement that assessments conducted pursuant to specified provisions be subject to the annual Budget Act to a statement of legislative intent that the assessments conducted pursuant to specified provisions be fully funded.

(12) Existing law requires the commission to award incentive grants to qualifying school districts or county offices of education for alternative certification programs from funds appropriated for this purpose but excludes certain participants in specified intern programs from being eligible for the funding.

This bill would authorize the commission to award funding of \$4,000 per intern per year, in addition to specified incentive grants, to any school district or county office of education that agrees to enhance internship programs and to address the distribution of beginning teachers as specified from funds appropriated for this purpose.

(13) Existing law requires each school with a substantial population of pupils of diverse ethnic backgrounds to provide an in-service preparation program designed to prepare teachers and other professional school service personnel to understand and effectively relate to the history, culture, and current problems of these pupils and their environment as specified.

This bill would delete this and the related provisions.

(14) Existing law includes various requirements for teacher and credential candidate training.

This bill would establish the Certificated Staff Mentoring Program to encourage excellent, experienced teachers to teach in staff priority schools and to assist teacher interns during their induction and first years of teaching. The bill would require the Superintendent to apportion funds appropriated for the program and would permit certain school districts to apply for reimbursement under the program for the costs of \$6,000, or another amount as specified in the Budget Act of the appropriate fiscal year, stipends to experienced teachers who meet certain criteria.

(15) Existing law establishes various programs related to teacher recruitment and training.

This bill would require the Superintendent to designate up to 6 regions of the state and place school districts within those regions. The bill would require the Superintendent to select, from among the county offices of education that apply, an office within each region that is most likely to have the capacity to serve all school districts within the region, to establish and house a personnel management assistance team to assist and serve school districts within that region, as specified. The bill would permit the Superintendent to grant funds to the selected offices from funds appropriated for those purposes and to provide further technical assistance to the offices. The bill authorizes the Superintendent to select one of the county offices with a team to serve as a clearinghouse of effective personnel management and hiring practices.

(16) Existing law requires each person employed by a school district in a position requiring certification qualifications, except as specified, to be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, except if a public school employer and the exclusive representative negotiate and mutually agree to a salary schedule based on other criteria, as specified. Existing law prohibits placing employees in different classifications on the schedule or paying different salaries solely based on the respective grade levels in which the employee serves.

This bill would permit a public school employer and the exclusive representative of teachers to negotiate and agree to an alternative salary schedule for teachers, as specified. The bill would permit a school district to apply to the Superintendent for technical assistance and grant funding to facilitate the implementation of an alternative salary schedule and would permit the Superintendent to make grants from funds appropriated for these purposes.

(17) This bill would appropriate an unspecified sum from the General Fund to be allocated to the Superintendent and the Commission on Teacher Credentialing to carry out certain duties specified in this bill.

Vote: majority. Appropriation: ~~no~~-yes. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 *SECTION 1. Section 41522 of the Education Code is*
2 *amended to read:*

3 41522. (a) ~~Commencing with the 2006-07 fiscal year, the~~
4 *The amount of funding a school district receives pursuant to this*
5 *article shall be adjusted for inflation by the amount calculated*
6 ~~pursuant to Section 42238.1 and for growth as measured by the~~
7 ~~regular average daily attendance used for the second principal~~
8 ~~apportionment for kindergarten and grades 1 to 12, inclusive~~
9 ~~changes in the number of participating credential candidates in~~
10 ~~each approved program, and the amount per candidate shall be~~
11 ~~adjusted annually for inflation pursuant to Section 42238.1.~~

12 (b) *For purposes of calculating the amount of funding a school*
13 *district receives pursuant to this article, the Superintendent shall*
14 *include funding for a credential candidate that completes the*
15 *program early in accordance with paragraph (2) of subdivision*
16 *(e) of Section 44468 for the time period that the candidate would*
17 *regularly participate in the program.*

18 **SECTION 1.**

19 *SEC. 2. Section 44251 of the Education Code is amended to*
20 *read:*

21 44251. (a) The period for which a credential, as authorized
22 under Section 44250 issued prior to September 1, 1985, is valid
23 shall be as follows:

24 (1) For an internship credential: two years.

25 (2) For a preliminary credential, pending completion of the
26 fifth year of study: five years.

27 (3) For a life credential: the life of the holder.

28 (b) The period for which a credential issued on or after
29 September 1, 1985, as authorized under Section 44250 is valid,
30 shall be as follows:

31 (1) For an internship credential: two years.

32 (2) For a preliminary credential, pending completion of a
33 beginning teacher induction program approved by the
34 commission or the fifth year of study: five years.

35 (3) For a clear or professional clear teaching credential: the
36 life of the holder, if the holder submits an application and fee for
37 renewal every five years and meets all professional fitness
38 requirements under Sections 44339, 44340, and 44341.

1 (4) For a clear or professional clear services credential: the life
2 of the holder, if the holder submits an application and fee for
3 renewal every five years and meets all professional fitness
4 requirements under Sections 44339, 44340, and 44341.

5 ~~(e) An emergency permit authorized in Section 44300 may be~~
6 ~~issued or reissued for validity periods not to exceed one year as~~
7 ~~determined by the commission.~~

8 *SEC. 3. Section 44252 of the Education Code is amended to*
9 *read:*

10 44252. (a) The commission shall establish standards and
11 procedures for the initial issuance and renewal of credentials.

12 ~~(b) Commencing on February 1, 1983, the Commission on~~
13 ~~Teacher Credentialing~~ *The commission* shall not issue initially
14 any credential, permit, certificate, or renewal of an emergency
15 credential to any person to serve in the public schools unless the
16 person has demonstrated proficiency in basic reading, writing,
17 and mathematics skills in the English language as provided in
18 Section 44252.5 *or Section 44252.7*. However, an emergency
19 credential holder who has passed the basic skills proficiency test
20 shall not be required to repeat the test in order to obtain a renewal
21 of his or her emergency credential. The commission shall exempt
22 from the basic skills proficiency test requirement any of the
23 following persons:

24 (1) A person credentialed solely for the purpose of teaching
25 adults in an apprenticeship program.

26 (2) An applicant for an adult education designated subject
27 credential for other than an academic subject.

28 (3) A person credentialed in another state who is an applicant
29 for employment in a school district in this state who has passed a
30 basic skills proficiency examination *administered by the state*
31 *where the person is credentialed or—*~~which~~ *that* has been
32 developed and administered by the school district offering that
33 person employment, ~~or~~ by cooperating school districts, or by the
34 appropriate county office of education. School districts
35 administering a basic skills proficiency examination under this
36 paragraph shall comply with the requirements of subdivision (h)
37 of Section 44830. Such an applicant shall be granted a
38 nonrenewable credential, valid for not longer than one year,
39 pending fulfillment of the basic skills proficiency requirement
40 pursuant to Section 44252.5 *or Section 44252.7*.

(4) An applicant for a child care center permit or a permit authorizing service in a development center for the handicapped, so long as the holder of the permit is not required to have a baccalaureate degree.

(5) The holder of a credential, permit, or certificate to teach, other than an emergency credential, who seeks an additional authorization to teach.

(6) An applicant for a credential to provide service in the health profession.

~~(c) By December 31, 1982, the~~ *The Superintendent of Public Instruction* shall adopt an appropriate state test to measure proficiency in these basic skills. In adopting the test, the ~~superintendent~~ *Superintendent* shall seek assistance from the commission and an advisory board. A majority of the members of the advisory board shall be classroom teachers. The board shall also include representatives of ~~local~~ school boards, school administrators, parents, and postsecondary *educational* institutions.

~~The superintendent~~ *Superintendent* shall adopt any normed test that the ~~superintendent~~ *Superintendent* determines will sufficiently test basic skills for purposes of this section.

~~The superintendent~~ *Superintendent*, in conjunction with the commission and approved teacher training institutions, shall take steps necessary to ~~insure~~ *ensure* the effective implementation of this ~~provision~~ *section*.

(d) By July 31, 2007, the Superintendent shall establish passing scores for each of the tests specified in this subdivision, the attainment of any of which may be substituted for a passing score on the state basic skills proficiency test adopted pursuant to subdivision (c). The Superintendent shall set basic skills passing scores for each of the following tests:

(1) The Graduate Record Examinations (GRE) General Test.

(2) The Scholastic Aptitude Test (SAT) Reasoning Test.

(3) The ACT Plus Writing.

~~(d) Nothing in this~~

(e) This section shall be construed as requiring does not require the holders of, or applicants for, a designated subjects special subjects credential or vocational designated subject credential to pass the state basic skills proficiency test, unless the requirements for the specific credential required the possession

1 of a baccalaureate degree. The governing board of each school
2 district, or each governing board of a consortium of school
3 districts, or each governing board involved in a joint powers
4 agreement, which employs a holder of a designated subjects
5 special subjects credential or vocational designated subject
6 credential shall establish its own basic skills proficiency criteria
7 for the holders of these credentials and shall arrange for those
8 individuals to be assessed. The basic skills proficiency criteria
9 established by the governing board shall be at least equivalent to
10 the test required by the district, or in the case of a consortium or
11 a joint powers agreement, by any of the participating districts, for
12 graduation from high school. The governing board or boards may
13 charge a fee to individuals being tested to cover the costs of the
14 test, including the costs of developing, administering, and
15 grading the test.

16 (e)

17 (f) The commission shall compile data regarding the rate of
18 passing the state basic skills proficiency test by persons who
19 have been trained in various institutions of higher education. The
20 data shall be available to members of the public, including to
21 persons who intend to enroll in teacher education programs.

22 (f)

23 (g) Each applicant to an approved credential program, unless
24 exempted by subdivision (b), shall take the state basic skills
25 proficiency test in order to provide both the prospective applicant
26 and the program with information regarding the ~~applicant's~~
27 proficiency level *of the applicant*. Test results shall be forwarded
28 to each California postsecondary *educational* institution to which
29 the applicant has applied. The program shall use test results to
30 ensure that upon admission, each applicant receives appropriate
31 academic assistance necessary to pass the state basic skills
32 proficiency test. Persons residing outside the state shall take the
33 test no later than the second available administration following
34 their enrollment in a credential program.

35 It is the intent of the Legislature that applicants for admission
36 to teacher preparation programs not be denied admission on the
37 basis of state basic skills proficiency test results.

38 *SEC. 4. Section 44252.5 of the Education Code is amended to*
39 *read:*

44252.5. (a) The commission shall administer the state basic skills proficiency test pursuant to Sections 44227, 44252, and 44830 in accordance with rules and regulations adopted by the commission. ~~The adopted rules and regulations shall be promulgated by the commission before January 1, 1983, and shall be exempt from the requirements of Section 44232.~~ A fee shall be charged to individuals being tested to cover the costs of the test, including the costs of developing, administering, and grading the test. ~~The commission shall establish the amount of this fee. However, the fee shall not exceed thirty dollars (\$30) in the 1982–83 fiscal year, thirty-five dollars (\$35) in the 1983–84 fiscal year, and forty dollars (\$40) for the 1984–85 fiscal year to January 1, 2002.~~ Subsequent to January 1, 2002, ~~the~~ The amount of the fee shall be established by the commission to recover the cost of examination administration and development pursuant to Section 44235.3.

(b) The commission may enter into agreements with other states permitting the use of the state basic skills proficiency test as a requirement for the issuance of credentials or for teacher preparation program admission in those other states, provided that the use would advance the interests of the State of California and that the other states reimburse the Teacher Credentials Fund for a proportionate share of costs of the development and administration of the test.

(c) Any individual who passes the state basic skills proficiency test, as adopted by the Superintendent of Public Instruction, shall be considered proficient in the skills of reading, writing, and mathematics, and shall not be required to be retested by this test for purposes of meeting the proficiency requirements of Sections 44227, 44252, and 44830.

(d) Any individual who passes one or more components of the state basic skills proficiency test in the subjects of basic reading, writing, or mathematics, shall be deemed to have demonstrated his or her proficiency in these subject areas and shall not be required to be retested in these subjects during subsequent test administrations.

(e) Any individual who achieves a passing score, as determined by the Superintendent, on any of the tests specified in subdivision (d) of Section 44252 shall be considered proficient in the skills of reading, writing, and mathematics, and shall not be

1 *required to pass the state basic skills proficiency test or be*
2 *retested for purposes of meeting the proficiency requirements of*
3 *Sections 44227, 44252, and 44830.*

4 *SEC. 5. Section 44252.7 is added to the Education Code, to*
5 *read:*

6 *44252.7. (a) The commission, no later than July 1, 2007,*
7 *shall ensure that the California Subject Examinations for*
8 *Teachers (CSET): Multiple Subjects be modified to assess basic*
9 *writing skills at least as comprehensively and to the level of rigor*
10 *that basic writing skills are assessed by the state basic skills*
11 *proficiency test.*

12 *(b) Any individual who passes the CSET: Multiple Subjects,*
13 *after it has been adjusted pursuant to subdivision (a), with the*
14 *necessary score determined by the Superintendent, shall be*
15 *considered proficient in the skills of reading, writing, and*
16 *mathematics, and shall not be required to pass the state basic*
17 *skills proficiency requirements of Sections 44227, 44252, and*
18 *44830.*

19 *(c) The commission shall examine the feasibility of*
20 *incorporating the assessment of ability, skills, and knowledge*
21 *related to effective reading instruction that is assessed by the*
22 *Reading Instruction Competence Assessment (RICA) within a*
23 *revised CSET: Multiple Subjects and report its findings to the*
24 *Legislature and the Governor no later than July 1, 2009.*

25 *(d) The commission, no later than July 1, 2009, shall ensure*
26 *that the CSET in Single Subjects and the related scoring*
27 *protocols, are modified to assess basic skills in the subjects of*
28 *basic reading, writing, and mathematics, at least as*
29 *comprehensively and to the level of rigor that these skills are*
30 *assessed by the state basic skills proficiency test.*

31 ~~SEC. 2.~~

32 *SEC. 6. Section 44253.3 of the Education Code is amended to*
33 *read:*

34 *44253.3. (a) The commission shall issue a certificate that*
35 *authorizes the holder to provide all of the following services to*
36 *limited-English-proficient pupils:*

37 *(1) Instruction for English language development in preschool,*
38 *kindergarten, grades 1 to 12, inclusive, and classes organized*
39 *primarily for adults, except when the requirement specified in*
40 *paragraph (1) of subdivision (b) of Section 44253.3 is satisfied*

1 by the possession of a children's center instructional permit
2 pursuant to Sections 8363 and 44252.7, a children's center
3 supervision permit pursuant to Section 8363, or a designated
4 subjects teaching credential in adult education pursuant to
5 Section 44260.2. If the requirement specified in paragraph (1) of
6 subdivision (b) of Section 44253.3 is satisfied by the possession
7 of a children's center instructional permit, or a children's center
8 supervision permit, instruction for English language development
9 is limited to the programs authorized by that permit. If the
10 requirement specified in paragraph (1) of subdivision (b) of
11 Section 44253.3 is satisfied by the possession of a designated
12 subjects teaching credential in adult education, instruction for
13 English language development is limited to classes organized
14 primarily for adults.

15 (2) Specially designed content instruction delivered in English
16 in the subjects and at the levels authorized by the teacher's
17 prerequisite credential or permit used to satisfy the requirement
18 specified in paragraph (1) of subdivision (b) of Section 44253.3.

19 (b) The minimum requirements for the certificate shall include
20 all of the following:

21 (1) Possession of a valid California teaching credential,
22 services credential, children's center instructional permit, or
23 children's center supervision permit which credential or permit
24 authorizes the holder to provide instruction to pupils in
25 preschool, kindergarten, any of grades 1 to 12, inclusive, or
26 classes primarily organized for adults, except for any of the
27 following:

28 (A) Emergency credentials or permits.

29 (B) Exchange credentials as specified in Section 44333.

30 (C) District intern certificates as specified in Section 44325.

31 (D) Sojourn certificated employee credentials as specified in
32 Section 44856.

33 (E) Teacher education internship credentials as specified in
34 Article 3 (commencing with Section 44450) of Chapter 3.

35 (2) Passage of one or more examinations that the commission
36 determines are necessary for demonstrating the knowledge and
37 skills required for effective delivery of the services authorized by
38 the certificate.

39 (3) Completion of at least six semester units, or nine quarter
40 units, of coursework in a second language at a regionally

1 accredited institution of postsecondary education. The
2 commission shall establish minimum standards for scholarship in
3 the required coursework. The commission shall also establish
4 alternative ways in which the requirement can be satisfied by
5 language-learning experience that creates an awareness of the
6 challenges of second-language acquisition and development.

7 (c) Completion of coursework in human relations in
8 accordance with the commission's standards of program quality
9 and effectiveness that includes, at minimum instruction in the
10 following:

- 11 (1) The nature and content of culture.
- 12 (2) Cross cultural contact and interactions.
- 13 (3) Cultural diversity in the United States and California.
- 14 (4) Providing instruction responsive to the diversity of the
15 ~~student~~ *pupil* population.

16 (5) Recognizing and responding to behavior related to bias
17 based on race, color, religion, nationality, country of origin,
18 ancestry, gender, disability, or sexual orientation.

19 (6) Techniques for the peaceful resolution of conflict.

20 (d) The commission shall establish alternative requirements
21 for a teacher to earn the certificate, which shall be awarded as a
22 supplementary authorization pursuant to subdivision (e) of
23 Section 44225.

24 (e) A teacher who possesses a credential or permit described in
25 paragraph (1) of subdivision (b) and is able to present a valid
26 out-of-state credential or certificate that authorizes the instruction
27 of English *language* learners may qualify for the certificate
28 issued under this section by submitting an application and fee to
29 the commission.

30 (f) The certificate shall remain valid as long as the prerequisite
31 credential or permit specified in paragraph (1) of subdivision (b)
32 remains valid.

33 ~~SEC. 3.~~

34 *SEC. 7.* Section 44259 of the Education Code is amended to
35 read:

36 44259. (a) Except as provided in subparagraphs (A) and (C)
37 of paragraph (3) of subdivision (b), each program of professional
38 preparation for multiple or single subject teaching credentials
39 shall not include more than one year of, or the equivalent of
40 one-fifth of a five-year program in, professional preparation.

1 (b) The minimum requirements for the preliminary multiple or
2 single subject teaching credential are all of the following:

3 (1) A baccalaureate degree or higher degree from a regionally
4 accredited institution of postsecondary education. Except as
5 provided in subdivision (c) of Section 44227, the baccalaureate
6 degree shall not be in professional education. The commission
7 shall encourage accredited institutions to offer undergraduate
8 minors in education and special education to students who intend
9 to become teachers.

10 (2) Passage of the state basic skills examination that is
11 developed and administered by the commission pursuant to
12 Section 44252.5.

13 (3) Satisfactory completion of a program of professional
14 preparation that has been accredited by the committee on
15 accreditation on the basis of standards of program quality and
16 effectiveness that have been adopted by the commission. ~~Subject~~
17 ~~to the availability of funds in the annual Budget Act for this~~
18 ~~purpose, and in~~ In accordance with the commission's assessment
19 and performance standards, each program shall include a
20 teaching performance assessment as set forth in Section 44320.2
21 which is aligned with the California Standards for the Teaching
22 Profession. The commission shall ensure that each candidate
23 recommended for a credential or certificate has demonstrated
24 satisfactory ability to assist pupils to meet or exceed state content
25 and performance standards for pupils adopted pursuant to
26 subdivision (a) of Section 60605. Programs that meet this
27 requirement for professional preparation shall include any of the
28 following:

29 (A) Integrated programs of subject matter preparation and
30 professional preparation pursuant to subdivision (a) of Section
31 44259.1.

32 (B) Postbaccalaureate programs of professional preparation,
33 pursuant to subdivision (b) of Section 44259.1.

34 (C) Internship programs of professional preparation, pursuant
35 to Section 44321, Article 7.5 (commencing with Section 44325),
36 Article 11 (commencing with Section 44380), and Article 3
37 (commencing with Section 44450) of Chapter 3.

38 (4) Study of alternative methods of developing English
39 language skills, including the study of reading as described in
40 subparagraphs (A) and (B), among all pupils, including those for

1 whom English is a second language, in accordance with the
2 commission's standards of program quality and effectiveness.
3 The study of reading shall meet the following requirements:

4 (A) Commencing January 1, 1997, satisfactory completion of
5 comprehensive reading instruction that is research-based and
6 includes all of the following:

7 (i) The study of organized, systematic, explicit skills including
8 phonemic awareness, direct, systematic, explicit phonics, and
9 decoding skills.

10 (ii) A strong literature, language, and comprehension
11 component with a balance of oral and written language.

12 (iii) Ongoing diagnostic techniques that inform teaching and
13 assessment.

14 (iv) Early intervention techniques.

15 (v) Guided practice in a clinical setting.

16 (B) For the purposes of this section, "direct, systematic,
17 explicit phonics" means phonemic awareness, spelling patterns,
18 the direct instruction of sound/symbol codes and practice in
19 connected text and the relationship of direct, systematic, explicit
20 phonics to the components set forth in clauses (i) to (v),
21 inclusive.

22 A program for the multiple subjects credential also shall
23 include the study of integrated methods of teaching language
24 arts.

25 (5) Completion of a subject matter program that has been
26 approved by the commission on the basis of standards of
27 program quality and effectiveness pursuant to Article 6
28 (commencing with Section 44310) or passage of a subject matter
29 examination pursuant to Article 5 (commencing with Section
30 44280). The commission shall ensure that subject matter
31 standards and examinations are aligned with the state content and
32 performance standards for pupils adopted pursuant to subdivision
33 (a) of Section 60605.

34 (6) Demonstration of a knowledge of the principles and
35 provisions of the Constitution of the United States pursuant to
36 Section 44335.

37 (7) Commencing January 1, 2000, demonstration, in
38 accordance with the commission's standards of program quality
39 and effectiveness, of basic competency in the use of computers in
40 the classroom as determined by one of the following:

1 (A) Successful completion of a commission-approved program
2 or course.

3 (B) Successful passage of an assessment that is developed,
4 approved, and administered by the commission.

5 (c) The minimum requirements for the professional clear
6 multiple or single subject teaching credential shall include all of
7 the following requirements:

8 (1) Possession of a valid preliminary teaching credential, as
9 prescribed in subdivision (b), possession of a valid equivalent
10 credential or certificate, or completion of equivalent
11 requirements as determined by the commission.

12 (2) Subject to the availability of funds in the annual Budget
13 Act to provide statewide access to eligible beginning teachers, as
14 defined in subdivision (d) of Section 44279.1 and except as
15 provided in paragraph (3), completion of a program of beginning
16 teacher induction, including one of the following:

17 (A) A program of beginning teacher support and assessment
18 approved by the commission and the Superintendent pursuant to
19 Section 44279.1, a provision of the Marian Bergeson Beginning
20 Teacher Support and Assessment System.

21 (B) An alternative program of beginning teacher induction that
22 is provided by one or more local educational agencies and has
23 been approved by the commission and the superintendent on the
24 basis of initial review and periodic evaluations of the program in
25 relation to appropriate standards of credential program quality
26 and effectiveness that have been adopted by the commission, the
27 Superintendent, and the state board pursuant to this subdivision.
28 The standards for alternative programs shall encourage
29 innovation and experimentation in the continuous preparation
30 and induction of beginning teachers. Any alternative program of
31 beginning teacher induction that has met state standards pursuant
32 to this subdivision may apply for state funding pursuant to
33 Sections 44279.1 and 44279.2.

34 (C) An alternative program of beginning teacher induction that
35 is sponsored by a regionally accredited college or university, in
36 cooperation with one or more local school districts, that
37 addresses the individual professional needs of beginning teachers
38 and meets the commission's standards of induction. The
39 commission shall ensure that preparation and induction programs
40 that qualify candidates for professional credentials extend and

1 refine each beginning teacher's professional skills in relation to
2 the California Standards for the Teaching Profession and the
3 standards of pupil performance adopted pursuant to Section
4 60605.

5 (3) (A) If a candidate satisfies the requirements of subdivision
6 (b), including completion of an accredited internship program of
7 professional preparation, and if that internship program fulfills
8 induction standards and is approved as set forth in this
9 subdivision, the commission shall determine that the candidate
10 has fulfilled the requirements of paragraph (2).

11 (B) If an approved induction program is verified as
12 unavailable to a beginning teacher, or if the beginning teacher is
13 required under the federal No Child Left Behind Act of 2001 (20
14 U.S.C. Sec. 6301 et seq.) to complete subject matter coursework
15 to be qualified for a teaching assignment, the commission shall
16 accept completion of an approved fifth-year program after
17 completion of a baccalaureate degree at a regionally accredited
18 institution as fulfilling the requirements of paragraph (2). The
19 commission shall adopt regulations to implement this
20 subparagraph.

21 (4) Preparation, in accordance with commission standards, that
22 addresses the following:

23 (A) Study of health education, including study of nutrition,
24 cardiopulmonary resuscitation, and the physiological and
25 sociological effects of abuse of alcohol, narcotics, and drugs and
26 the use of tobacco. Training in cardiopulmonary resuscitation
27 shall also meet the standards established by the American Heart
28 Association or the American Red Cross.

29 (B) Study and field experience in methods of delivering
30 appropriate educational services to pupils with exceptional needs
31 in regular education programs.

32 (C) Study, in accordance with the commission's standards of
33 program quality and effectiveness, of advanced computer-based
34 technology, including the uses of technology in educational
35 settings.

36 (d) The commission shall develop and implement standards of
37 program quality and effectiveness that provide for the areas of
38 study listed in subparagraphs (A) to (C), inclusive, of paragraph
39 (4) of subdivision (c), starting in professional preparation and
40 continuing through induction.

1 (e) A credential that was issued prior to January 1, 1993, shall
2 remain in force as long as it is valid under the laws and
3 regulations that were in effect on the date it was issued. The
4 commission may not, by regulation, invalidate an otherwise valid
5 credential, unless it issues to the holder of the credential, in
6 substitution, a new credential authorized by another provision in
7 this chapter that is no more restrictive than the credential for
8 which it was substituted with respect to the kind of service
9 authorized and the grades, classes, or types of schools in which it
10 authorizes service.

11 (f) A credential program that is approved by the commission
12 may not deny an individual access to that program solely on the
13 grounds that the individual obtained a teaching credential
14 through completion of an internship program when that
15 internship program has been accredited by the commission.

16 (g) Notwithstanding this section, persons who were
17 performing teaching services as of January 1, 1999, pursuant to
18 the language of this section that was in effect prior to that date,
19 may continue to perform those services without complying with
20 any requirements that may be added by the amendments adding
21 this subdivision.

22 (h) Subparagraphs (A) and (B) of paragraph (4) of subdivision
23 (b) do not apply to any person who, as of January 1, 1997, holds
24 a multiple or single subject teaching credential, or to any person
25 enrolled in a program of professional preparation for a multiple
26 or single subject teaching credential as of January 1, 1997, who
27 subsequently completes that program. It is the intent of the
28 Legislature that the requirements of subparagraphs (A) and (B) of
29 paragraph (4) of subdivision (b) be applied only to persons who
30 enter a program of professional preparation on or after January 1,
31 1997.

32 ~~(i) A teacher shall be deemed to have complied with the~~
33 ~~requirements of paragraph (2) of subdivision (e) if the teacher~~
34 ~~meets all of the following conditions:~~

35 ~~(1) Holds a preliminary multiple or single subject teaching~~
36 ~~credential or is an intern participating in the program established~~
37 ~~under Article 11 (commencing with Section 44380) of Chapter~~
38 ~~2.5.~~

39 ~~(2) Is serving in the first or second year of service.~~

~~(3) Complies with the requirements of subdivision (b), including, but not limited to, completion of an accredited internship program of professional preparation described in subparagraph (C) of paragraph (3) of subdivision (b).~~

~~(j) The commission shall grant teaching credentials based on the requirements for those credentials that were in effect on December 31, 1998, to candidates who were in the process of meeting those requirements for teaching credentials before the effective date of the commission's implementation of this section.~~

SEC. 8. Section 44265.1 is added to the Education Code, to read:

44265.1. By December 1, 2007, the commission shall report to the Legislature and the Governor on the current existing process and requirements for obtaining a specialist credential in special education and recommend modifications to enhance and expedite these procedures.

~~SEC. 4.~~

SEC. 9. Section 44270.1 of the Education Code is amended to read:

44270.1. (a) The minimum requirements for the professional services credential with a specialization in administrative services are all of the following:

(1) Possession of a valid preliminary administrative services credential, as specified in Section 44270.

(2) A minimum of two years of successful experience in a full-time administrative position in a public school or private school of equivalent status, while holding the preliminary administrative services credential, as attested by the employing school district or agency, including, but not limited to, the department, in the case of state school administrators, and county offices of education, in the case of county school administrators.

(3) Completion of a commission-approved program of advanced preparation. Each candidate, in consultation with employing school district personnel and university personnel, shall develop an individualized program of professional development activities for this advanced preparation program based upon individual needs. Each individualized program will include university coursework and may include, nonuniversity activities or advanced administrative field experiences. The

commission shall adopt standards and criteria for the university programs of advanced preparation and nonuniversity activities.

(b) The commission may, at the request of a credential candidate, grant a waiver, pursuant to subdivision (m) of Section 44225, of the requirement of university coursework upon its finding that the candidate, in consultation with personnel of the employing school district and personnel of the university, is not able to develop an individualized program of professional development for the advanced preparation program that meets the individual needs of the candidates.

~~SEC. 5.~~

SEC. 10. Section 44274 of the Education Code is repealed.

~~SEC. 6.~~

SEC. 11. Section 44274.1 of the Education Code is repealed.

~~SEC. 7.~~

SEC. 12. Section 44274.2 of the Education Code is repealed.

~~SEC. 8.~~

SEC. 13. Section 44274.2 is added to the Education Code, to read:

44274.2. (a) Notwithstanding any provision of this chapter, the commission shall issue a five-year preliminary multiple subject teaching credential authorizing instruction in a self-contained classroom, a five-year preliminary single subject teaching credential authorizing instruction in departmentalized classes, or a five-year preliminary education specialist credential authorizing instruction of special education pupils to any out-of-state prepared teacher who meets all of the following requirements:

(1) Possesses a baccalaureate degree from a regionally accredited institution of higher education.

(2) Has completed a teacher preparation program at a regionally accredited institution of higher education, or a state-approved teacher preparation program offered by a local educational agency.

(3) Meets the subject matter knowledge requirements for the credential. If the subject area listed on the out-of-state credential does not correspond to a California subject area, as specified in Sections 44257 and 44282, the commission may require the applicant to meet California subject matter requirements before issuing a professional clear credential.

1 (4) Has earned a valid corresponding elementary, secondary,
2 or special education teaching credential based upon the
3 out-of-state teacher preparation program. For the education
4 specialist credential, the commission shall determine the area of
5 concentration based on the special education program completed
6 out of state.

7 (5) Has successfully completed a criminal background check
8 conducted under Sections 44339, 44340, and 44341 for
9 credentialing purposes.

10 (b) The commission shall issue a professional clear multiple
11 subject, single subject, or education specialist teaching credential
12 to any applicant who satisfies the requirements of subdivision
13 (a), provides verification of two or more years of teaching
14 experience, including, but not limited to, two satisfactory
15 performance evaluations, and documents, in a manner prescribed
16 by the commission, that he or she fulfills each of the following
17 requirements:

18 (1) The applicant has completed 150 clock hours of activities
19 that contribute to his or her competence, performance, and
20 effectiveness in the education profession, and that assist the
21 applicant in meeting or exceeding standards for professional
22 preparation established by the commission, or the applicant has
23 earned a master's degree or higher in a field related to the
24 credential, or the equivalent semester units, from a regionally
25 accredited institution of higher education.

26 (2) The applicant has met the state requirements for teaching
27 English *language* learners including, but not limited to, the
28 requirements in Section 44253.3.

29 (c) For applicants who do not meet the experience requirement
30 described in subdivision (b), the commission shall issue a
31 professional clear multiple subject, single subject, or education
32 specialist teaching credential upon verification of the following
33 requirements:

34 (1) The commission has issued to the applicant a preliminary
35 five-year teaching credential pursuant to subdivision (a).

36 (2) The applicant has completed a beginning teacher induction
37 program pursuant to paragraph (2) of subdivision (c) of Section
38 44259.

1 (3) The applicant has met the requirements for teaching
2 English *language* learners including, but not limited to, the
3 requirements in Section 44253.3.

4 (4) Prior to issuing an education specialist credential under
5 this subdivision, the commission shall verify completion of a
6 program for the Professional Level II credential accredited by the
7 commission.

8 ~~SEC. 9. Section 44274.5 of the Education Code is repealed.~~

9 ~~SEC. 10.~~

10 ~~SEC. 14.~~ Section 44275.3 of the Education Code is repealed.

11 ~~SEC. 11.~~

12 ~~SEC. 15.~~ Section 44275.4 of the Education Code is amended
13 to read:

14 44275.4. Notwithstanding any other provision of law:

15 (a) It is the intent of the Legislature that both of the following
16 occur:

17 (1) That this section provide flexibility to enable school
18 districts to recruit credentialed elementary, secondary, and
19 special education teachers prepared in countries other than the
20 United States to relocate temporarily or permanently to this state.

21 (2) That any and all teachers prepared in countries other than
22 the United States who are granted a California teaching
23 credential pursuant to this section fully meet the requirements of
24 this state.

25 (b) Coursework, programs, or degrees completed at an
26 institution of higher education outside of the United States are
27 acceptable toward certification when the Commission on Teacher
28 Credentialing or an evaluating agency approved by the
29 commission has determined that the institution's coursework,
30 programs, or degrees are equivalent to those offered by a
31 regionally accredited institution in the United States. The
32 commission reserves the right to accept or reject an approved
33 evaluating agency's determination. Notwithstanding any other
34 provision of this chapter, the commission shall issue a five-year
35 preliminary multiple subject teaching credential, a five-year
36 preliminary single subject teaching credential, or a five-year
37 preliminary education specialist credential to a teacher prepared
38 in a country other than the United States who meets all of the
39 following requirements:

(1) The teacher holds or is eligible for a credential from another country that required a baccalaureate or higher degree determined to be equivalent to those offered by a regionally accredited institution in the United States and completion of a professional preparation program approved by the appropriate agency in the country where the program was completed that requires the teacher to meet requirements equivalent to the multiple or single subject teaching credential requirements in Section 44259 or the special education credential requirements described in Section 44265. The commission shall determine the area of concentration for the California education specialist credential based on the special education program completed out of country.

(2) The teacher successfully completes a criminal background check conducted pursuant to Sections 44339, 44340, and 44341 for credentialing purposes.

(c) A teacher prepared in a country other than the United States who has been issued by the commission a five-year preliminary multiple subject, single subject, or education specialist teaching credential shall pass the state basic skills proficiency test, administered by the commission pursuant to Section 44252, within one year of the issuance date of the credential in order to be eligible to continue teaching pursuant to this section.

(d) The commission shall issue a professional clear credential to a teacher prepared in a country other than the United States who has met the requirements in subdivisions (b) and (c) and who meets the following requirements:

(1) Demonstration of subject matter competence pursuant to paragraph (5) of subdivision (b) of Section 44259.

(2) Completion of a course, or for multiple subject and education specialist credentials, a course or an examination, on the various methods of teaching reading pursuant to paragraph (4) of subdivision (b) of Section 44259. Completion of coursework in another state or country determined by the commission to be comparable and equivalent shall meet this requirement.

(3) Completion of a course or examination on the provisions and principles of the United States Constitution pursuant to paragraph (6) of subdivision (b) of Section 44259. Completion of

1 coursework in another state or country determined by the
2 commission to be comparable and equivalent shall meet this
3 requirement.

4 (4) Completion of the study of health education pursuant to
5 subparagraph (A) of paragraph (3) of subdivision (c) of Section
6 44259. Completion of coursework in another state or country
7 determined by the commission to be comparable and equivalent
8 shall meet this requirement.

9 (5) With the exception of the education specialist credential,
10 completion of study and field experience in methods of
11 delivering appropriate educational services to pupils with
12 exceptional needs in regular education programs. Completion of
13 coursework in another state or country determined by the
14 commission to be comparable and equivalent shall meet this
15 requirement.

16 (6) Completion of the study of computer-based technology
17 through demonstration by course or examination of basic
18 competence in the use of computers in the classroom, and study
19 of advanced computer-based technology including the uses of
20 technology in educational settings pursuant to paragraph (3) of
21 subdivision (c) of Section 44259. Completion of coursework in
22 another state or country determined by the commission as
23 comparable and equivalent shall meet this requirement.

24 (7) Completion of a beginning teacher induction program
25 pursuant to paragraph (2) of subdivision (c) of Section 44259.

26 (8) A teacher holding a specialist credential pursuant to this
27 section shall complete the requirements for nonspecial education
28 pedagogy and a supervised field experience program in general
29 education pursuant to Section 44265.

30 (9) A teacher holding a specialist credential pursuant to this
31 section shall complete a program for the Professional Level II
32 credential accredited by the commission.

33 ~~SEC. 12.~~

34 ~~SEC. 16.~~ Section 44275.5 of the Education Code is repealed.

35 ~~SEC. 13.~~ ~~Section 44277 of the Education Code is repealed.~~

36 ~~SEC. 17.~~ *Section 44277 of the Education Code is amended to*
37 *read:*

38 44277. The Legislature recognizes that effective professional
39 growth must continue to occur throughout the careers of all
40 teachers, in order that teachers remain informed of changes in

1 pedagogy, subject matter, and pupil needs. In enacting this
2 section, it is the intent of the Legislature to establish professional
3 growth requirements that give individual teachers a wide range of
4 options to pursue as well as significant roles in determining the
5 course of their professional growth.

6 (a) The minimum ~~requirements~~ *requirement* for maintaining
7 the validity of the clear multiple or single subject teaching
8 credential pursuant to Section 44251 shall be ~~both~~ *either* of the
9 following:

10 (1) ~~Successful service~~ *Continuous employment* as a classroom
11 teacher or successful service authorized by a services credential
12 *for no less than three of the previous five years.* ~~The minimum~~
13 ~~length of service shall be equivalent to one-half of a school year.~~

14 (2) Completion of an individual program of professional
15 growth as prescribed in this section and by the commission.

16 (b) An individual program of professional growth shall consist
17 of a minimum of 150 clock hours of participation in activities
18 that are aligned with the California Standards for the Teaching
19 Profession that contribute to competence, performance, or
20 effectiveness in the profession of education and the ~~teacher's~~
21 *classroom assignments of the teacher.* Acceptable activities shall
22 be defined by the commission to include, among other acceptable
23 activities, the completion of courses offered by regionally
24 accredited colleges and universities, including instructor-led
25 interactive courses delivered through online technologies;
26 participation in professional conferences, workshops, teacher
27 center programs, staff development programs, or a California
28 Reading Professional Development Program operated pursuant to
29 Article 2 (commencing with Section 99220) of Chapter 5 of Part
30 65; service as a mentor teacher ~~pursuant to Section 44496;~~
31 participation in school curriculum development projects;
32 participation in systematic programs of observation and analysis
33 of teaching; service in a leadership role in a professional
34 organization; and participation in educational research or
35 innovation efforts. Employing agencies and ~~employees' the~~
36 *bargaining agents of employees* may negotiate to agree on the
37 terms of programs of professional growth within their
38 jurisdictions, provided that the agreements shall be consistent
39 with this section.

1 (c) An individual program of professional growth shall be
2 developed and planned by the holder of a clear teaching
3 credential.

4 ~~(d) Effective January 1, 1991, an~~ An individual program of
5 professional growth may include a basic course in
6 cardiopulmonary resuscitation, which includes training in the
7 subdiaphragmatic abdominal thrust (also known as the “Heimlich
8 maneuver”) and meets or exceeds the standards established by
9 the American Heart Association or the American Red Cross for
10 courses in that subject or minimum standards for training
11 programs established by the Emergency Medical Services
12 Authority. ~~Effective January 1, 2001, an~~ An individual program
13 of professional growth may also include a course in first aid that
14 meets or exceeds the standards established by the American Red
15 Cross for courses in that subject or minimum standards for
16 training programs established by the Emergency Medical
17 Services Authority. ~~A teacher’s~~ *The participation of a teacher* in
18 these training options shall count towards the minimum 150
19 clock hours required to satisfy the professional growth
20 requirements.

21 ~~(e) Before a holder of a clear teaching credential commences~~
22 ~~or amends an individual program of professional growth, a~~
23 ~~school principal, a mentor teacher provided for in Section 44496,~~
24 ~~or other district designee shall certify to the credential holder that~~
25 ~~the planned program or amendment complies with this section~~
26 ~~and with regulations of the commission.~~

27 (f)

28 (e) A clear teaching credential shall be deemed to remain valid
29 so long as the holder of the credential, at five-year intervals,
30 submits to the commission verification ~~by a school principal, a~~
31 ~~mentor teacher, or other district designee~~ that the holder has
32 satisfied the minimum requirements specified in subdivision (a).
33 In the absence of adequate verification, the commission shall
34 invalidate the credential. Verification by a school principal, a
35 mentor teacher, or other district designee shall be independent of
36 any evaluation of the performance of the holder of the clear
37 teaching credential that is conducted for the purpose of
38 determining the ~~credential holder’s~~ employment status *of the*
39 *credential holder*. ~~The arbitrary refusal of a school principal, a~~
40 ~~mentor teacher, or other district designee to verify completion of~~

1 ~~an individual program of professional growth meeting the~~
2 ~~requirements of this section and commission regulations shall~~
3 ~~constitute grounds for an appeal as prescribed in Section 44278.~~

4 ~~SEC. 14.~~

5 *SEC. 18.* Section 44278 of the Education Code is repealed.

6 ~~SEC. 15.~~

7 *SEC. 19.* Section 44279 of the Education Code is repealed.

8 *SEC. 20.* *Section 44279.1 of the Education Code is amended*
9 *to read:*

10 44279.1. (a) The Legislature finds and declares that the
11 beginning years of ~~a teacher's~~ *the career of a teacher* are a
12 critical time in which it is necessary that intensive professional
13 development and assessment occur. The Legislature recognizes
14 that the public invests heavily in the preparation of prospective
15 teachers, and that more than half of all new teachers leave some
16 California school districts after one or two years in the
17 classroom. Intensive professional development and assessment
18 are necessary to build on the preparation that precedes initial
19 certification, to transform academic preparation into practical
20 success in the classroom, to retain greater numbers of capable
21 beginning teachers, and to remove novices who show little
22 promise as teachers. It is the intent of the Legislature that the
23 commission and the ~~superintendent~~ *Superintendent* develop and
24 implement policies to govern the support and assessment of
25 beginning teachers, as a condition for the professional
26 certification of those teachers in the future.

27 (b) There is hereby established the California Beginning
28 Teacher Support and Assessment System, to be administered
29 jointly by the commission and the ~~superintendent~~ *Superintendent*.
30 In administering the system, the commission and the
31 ~~superintendent~~ *Superintendent* shall approve the most
32 cost-effective programs of support and assessment. The
33 commission and the ~~superintendent~~ *Superintendent* shall also
34 ensure that programs meet the Standards of Quality and
35 Effectiveness for Beginning Teacher Support and Assessment
36 *Programs* adopted by the commission in 1997 and that local
37 programs support beginning teachers in meeting the
38 competencies described in the California Standards for the
39 Teaching Profession adopted by the commission in January 1997.
40 The system shall do all of the following:

1 (1) Provide an effective transition into the teaching career for
2 first-year and second-year teachers in California.

3 (2) Improve the educational performance of pupils through
4 improved training, information, and assistance for new teachers.

5 (3) Enable beginning teachers to be effective in teaching
6 pupils who are culturally, linguistically, and academically
7 diverse.

8 (4) Ensure the professional success and retention of new
9 teachers.

10 (5) Ensure that a support provider provides intensive
11 individualized support and assistance to each participating
12 beginning teacher.

13 (6) Improve the rigor and consistency of individual teacher
14 performance assessments and the usefulness of assessment
15 results to teachers and decisionmakers.

16 (7) Establish an effective, coherent system of performance
17 assessments that are based on the California Standards for the
18 Teaching Profession adopted by the commission in January 1997.

19 (8) Examine alternative ways in which the general public and
20 the educational profession may be assured that new teachers who
21 remain in teaching have attained acceptable levels of professional
22 competence.

23 (9) Ensure that an individual induction plan is in place for
24 each participating beginning teacher and is based on an ongoing
25 assessment of the development of the beginning teacher.

26 (10) Ensure continuous program improvement through
27 ongoing research, development, and evaluation.

28 (c) Participation in the system shall be voluntary for teachers,
29 school districts, and county offices of education and participation
30 by certificated employees shall not be made a condition of
31 employment. The commission and the—~~superintendent~~
32 *Superintendent* shall adopt and implement criteria and standards
33 for participation in the system, including criteria regarding the
34 eligibility of teachers and standards of local program quality and
35 intensity for schools, school districts, county offices of education,
36 colleges, universities, and other educational and professional
37 organizations. The criteria and standards shall be consistent with
38 the purposes of the system.

39 (d) For ~~the purpose~~ *purposes* of this article, unless the context
40 otherwise requires, “beginning teacher,” means a teacher with a

1 valid California credential, as defined in Section 44259, or an
2 intern participating in the program established pursuant to Article
3 11 (commencing with Section 44380) ~~of Chapter 2.5~~, who is
4 serving in the first year or second year of service.

5 *(e) Subject to verification and approval by an induction*
6 *program director, a beginning teacher shall not be required to*
7 *demonstrate that an induction standard has been met, or*
8 *complete any element of an approved induction program*
9 *designed to assist a candidate in mastering a given standard, if*
10 *the candidate previously met the induction standard while*
11 *participating in a commission-approved internship program.*

12 ~~(e)~~

13 *(f) For a beginning teacher who holds a professional clear*
14 *teaching credential that is subject to the requirements of*
15 *subdivisions (b) and (c) of Section 44277, participation in the*
16 *program may, at the teacher's discretion of the teacher, serve as*
17 *part or all of the individual program of professional growth.*

18 ~~(f)~~

19 ~~(g) The superintendent~~ *Superintendent* and the commission
20 shall disseminate the California Standards for the Teaching
21 Profession adopted by the commission in January 1997 to
22 colleges, universities, school districts, county offices of
23 education, and professional associations, who shall be
24 encouraged to use the standards in efforts to improve teacher
25 preparation and support programs. Performance assessments
26 developed under this article shall be designed to provide useful,
27 helpful feedback to beginning teachers and their support
28 providers. That information shall not be used for
29 employment-related evaluations, as a condition of employment,
30 or as a basis for terminating employment.

31 ~~(g)~~

32 ~~(h) It is the intent of the Legislature that the commission and~~
33 ~~the superintendent~~ *Superintendent* establish a statewide teacher
34 induction program that supports locally designed, high quality
35 induction programs that provide individualized support and
36 formative assessment for all participating beginning teachers as
37 defined in subdivision (d). At the discretion of the local
38 beginning teacher support and assessment system teacher
39 induction program, funds allocated to a program on the basis of
40 eligible beginning teachers may be used to provide support,

1 assistance, and preparation services to other credential candidates
2 who are in their first or second year of employment as a
3 classroom teacher.

4 ~~(h)~~

5 (i) This article shall be known, and may be cited, as the
6 Marian Bergeson Beginning Teacher Support and Assessment
7 System.

8 *SEC. 21. Section 44279.25 is added to the Education Code, to*
9 *read:*

10 *44279.25. (a) By December 1, 2007, the Superintendent and*
11 *the commission shall report to the Legislature and the Governor*
12 *on the current state of the Beginning Teacher Support and*
13 *Assessment System. The report shall, at a minimum, do all of the*
14 *following:*

15 *(1) Determine whether local teacher induction programs are*
16 *meeting standards of “program effectiveness” and “program*
17 *quality” as those terms are defined in paragraph (2) of*
18 *subdivision (a) of Section 44279.2 and recommend improved*
19 *means to ensure that these standards are met in the future. It is*
20 *the intent of the Legislature that, as part of this determination,*
21 *the Superintendent and the commission consider the need for*
22 *program monitoring to assure greater program quality and*
23 *consistency.*

24 *(2) Recommend revisions to laws, regulations, or policies to*
25 *eliminate duplicative requirements between teacher preparation*
26 *and teacher induction programs, with particular attention paid to*
27 *eliminating duplication between induction requirements and*
28 *requirements for completion of state-approved alternative*
29 *certification programs.*

30 *(3) Recommend revisions to the system to ensure that teacher*
31 *credential candidates achieve teaching competence and are not*
32 *required to engage in unproductive activities.*

33 *(4) Recommend ways to ensure that beginning teachers*
34 *receive direct assistance from experienced teachers who are*
35 *familiar with the grade span, subject matter, and teaching and*
36 *classroom management techniques appropriate to the teaching*
37 *assignment of each beginning teacher.*

38 *(b) By July 1, 2008, the Superintendent and the commission*
39 *shall review and revise, as necessary, the Standards for the*
40 *Teaching of Quality and Effectiveness for Beginning Teacher*

1 *Support and Assessment Programs adopted by the commission in*
2 *1997.*

3 *(c) The Superintendent and the commission shall identify*
4 *effective practices and techniques and provide for the*
5 *dissemination of these to local induction program providers.*

6 *(d) The Superintendent and the commission shall ensure that*
7 *teacher credential candidates are notified of the opportunity to*
8 *choose an early completion option pursuant to Section 44468.*

9 *SEC. 22. Section 44320.2 of the Education Code is amended*
10 *to read:*

11 44320.2. (a) The Legislature finds and declares that the
12 competence and performance of teachers are among the most
13 important factors in influencing the quality and effectiveness of
14 education in elementary and secondary schools.

15 (b) ~~For—Commencing July 1, 2008, for~~ a program of
16 professional preparation to satisfy the requirements of paragraph
17 (3) of subdivision (b) of Section 44259, the program shall include
18 a teaching performance assessment that is aligned with the
19 California Standards for the Teaching Profession and that is
20 congruent with state content and performance standards for
21 pupils adopted pursuant to subdivision (a) of Section 60605. In
22 implementing this requirement, institutions or agencies may do
23 the following:

24 (1) Voluntarily develop an assessment for approval by the
25 commission. Approval of any locally developed performance
26 assessment shall be based on assessment quality standards
27 adopted by the commission, which shall encourage the use of
28 alternative assessment methods including portfolios of teaching
29 artifacts and practices.

30 (2) Participate in an assessment training program for assessors
31 and implement the commission developed assessment.

32 ~~(3) Request that the commission conduct the performance~~
33 ~~assessment for its candidates.~~

34 (c) ~~The performance assessment shall not be incorporated into~~
35 ~~professional preparation programs without streamlining the~~
36 ~~existing teacher credential requirements.~~ The commission shall
37 implement the performance assessment in a manner that does not
38 increase the number of assessments required for teacher
39 credential candidates prepared in this state. Each candidate shall

1 be assessed during the normal term or duration of the candidate's
2 preparation program *of the candidate as provided by law*.

3 (d) Subject to the availability of funds in the annual Budget
4 Act, the commission shall perform *all of* the following duties
5 with respect to the performance assessment:

6 (1) Assemble and convene an expert panel to advise the
7 commission about performance standards and developmental
8 scales for teaching credential candidates and the design, content,
9 administration, and scoring of the assessment. ~~Not fewer than~~ *At*
10 *least* one-third of the panel members shall be classroom teachers
11 in California public schools.

12 (2) Design, develop, and implement assessment standards and
13 an institutional assessor training program for the sponsors of
14 professional preparation programs to use if they choose to use the
15 commission developed assessment.

16 ~~(3) Design, develop, adopt, administer, and score the~~
17 ~~assessment for candidates that request direct administration of~~
18 ~~the assessment by the commission.~~

19 ~~(4)~~

20 (3) Establish a review panel to examine each assessment
21 developed by an institution or agency in relation to the standards
22 set by the commission and advise the commission regarding
23 approval of each assessment system.

24 ~~(5)~~

25 (4) Initially and periodically analyze the validity of assessment
26 content and the reliability of assessment scores that are
27 established pursuant to this section.

28 ~~(6)~~

29 (5) Establish and implement appropriate standards for
30 satisfactory performance in assessments that are established
31 pursuant to this section. The commission shall ensure that oral
32 proficiency in English is a criterion for scoring ~~each candidate's~~
33 *the performance of each candidate* in each assessment.

34 ~~(7)~~

35 (6) Analyze possible sources of bias in the performance
36 assessment and act promptly to eliminate any bias that is
37 discovered.

38 ~~(8)~~

39 (7) Collect and analyze background information provided by
40 candidates who participate in the performance assessment, and

1 report and interpret the individual and aggregated results of the
2 assessment.

3 ~~(9)~~

4 (8) Examine and revise, as necessary, the institutional
5 accreditation system pursuant to Article 10 (commencing with
6 Section 44370), for the purpose of providing a strong assurance
7 to teaching candidates that ongoing opportunities are available in
8 each credential preparation program that is offered pursuant to
9 Section 44320, Article 6 (commencing with Section 44310),
10 Article 7.5 (commencing with Section 44325), or Article 3
11 (commencing with Section 44450) of Chapter 3 for candidates to
12 acquire the knowledge, skills, and abilities measured by the
13 assessment system.

14 ~~(10)~~

15 (9) Ensure that the aggregated results of the assessment for
16 groups of candidates who have completed a credential program
17 are used as one source of information about the quality and
18 effectiveness of that program.

19 (e) The commission shall ensure that each performance
20 assessment pursuant to subdivision (b) is *state approved and*
21 *aligned with the California Standards for the Teaching Profession*
22 *and is consistently applied to candidates in similar preparation*
23 *programs*. To the maximum feasible extent, each performance
24 assessment shall be ongoing and blended into the preparation
25 program, and shall produce the following benefits for credential
26 candidates, sponsors of preparation programs, and local
27 education agencies that employ program graduates:

28 (1) The performance assessment shall be designed to provide
29 formative assessment information during the preparation
30 program for use by the candidate, instructors, and supervisors for
31 the purpose of improving the ~~candidate's~~ teaching knowledge,
32 skill, and ability *of the candidate*.

33 (2) The performance assessment results shall be reported so
34 that they may serve as one basis for a recommendation by the
35 program sponsor that the commission award a teaching credential
36 to a candidate who has successfully met the performance
37 assessment standards.

38 (3) The formative assessment information pursuant to
39 paragraph (1) and the performance assessment results pursuant to
40 paragraph (2) shall be reported so that they may serve as one

1 basis for the new teacher's individual induction plan of the new
2 teacher pursuant to Section 44279.2.

3 (f) ~~The teaching performance assessment that is offered in~~
4 ~~accordance with paragraph (3) of subdivision (b) shall be subject~~
5 ~~to Sections 44235.1 and 44298. Assessments~~ *It is the intent of the*
6 *Legislature that assessments in accordance with paragraphs (1)*
7 *and (2) of subdivision (b), including the commission's*
8 *administrative costs of the commission, shall be subject to the*
9 *annual Budget Act be fully funded.*

10 SEC. 23. *Section 44387 is added to the Education Code, to*
11 *read:*

12 44387. (a) *From funds appropriated for purposes of this*
13 *section, the commission may award increased funding, in*
14 *addition to incentive grants awarded pursuant to Section 44386,*
15 *to any school district or county office of education that agrees to*
16 *enhance internship programs as provided in subdivision (b) and*
17 *to address the distribution of beginning teachers as required in*
18 *subdivision (c).*

19 (b) *To qualify for increased intern program funding pursuant*
20 *to this section, a school district or county office of education*
21 *shall do all of the following:*

22 (1) *Provide teacher interns with the greater of (1) 120 hours*
23 *of intensive preservice training focused on the teaching of*
24 *English language learners, or (2) 40 hours of the preservice*
25 *training in addition to all other required training, including, but*
26 *not limited to, training required pursuant to Sections 44253.3,*
27 *44253.4, and 44253.10.*

28 (2) *Provide all teacher interns with 40 hours of classroom*
29 *observation, supervision, assistance, and assessment by one or*
30 *more experienced teachers who possess valid certification to*
31 *teach at the same grade level and the same subject matter and*
32 *who are assigned to teach at the same school as the intern who is*
33 *being assisted.*

34 (3) *Maintain a ratio of no fewer than one experienced teacher*
35 *to five teacher interns at the same schoolsite.*

36 (c) *To continue to receive increased intern program funding*
37 *pursuant to this section, a school district annually, commencing*
38 *with the receipt of funding for a second year, shall show to the*
39 *commission that no high priority school, as described in Section*
40 *52055.605, will have a higher percentage of beginning teachers*

1 *than the district wide average of beginning teachers at a school*
2 *in that year. For purposes of this section, a “beginning teacher”*
3 *means any teacher who does not possess a clear or life credential*
4 *to teach in the grade and subject to which the teacher is*
5 *assigned.*

6 *(d) Increased funding of four thousand dollars (\$4,000) per*
7 *intern, per year, may be awarded by the commission to any*
8 *school district or county office of education that meets the*
9 *requirements of this section.*

10 *(e) Participants in an alternative certification program*
11 *pursuant to this article, a district intern program conducted*
12 *pursuant to Article 7.5 (commencing with Section 44325), or an*
13 *intern program conducted pursuant to Article 3 (commencing*
14 *with Section 44450) of Chapter 3, who have received a*
15 *preliminary credential and who are generating funding for*
16 *participating in an induction program pursuant to Article 4.5*
17 *(commencing with Section 44279.1) are eligible to generate*
18 *enhanced funding under this section.*

19 *SEC. 24. Article 6 (commencing with Section 44560) of*
20 *Chapter 3 of Part 25 of the Education Code is repealed.*

21 *SEC. 25. Article 6 (commencing with Section 44560) is added*
22 *to Chapter 3 of Part 25 of the Education Code, to read:*

23
24 *Article 6. Certificated Staff Mentoring Program*
25

26 *44560. (a) The Certificated Staff Mentoring Program is*
27 *hereby established for the purpose of encouraging excellent,*
28 *experienced teachers to teach in staff priority schools and to*
29 *assist teacher interns during their induction and first years of*
30 *teaching.*

31 *(b) The Superintendent shall apportion funds appropriated for*
32 *purposes of this program to participating school districts and*
33 *shall determine the amount to be allocated, based on the number*
34 *of experienced teachers eligible to receive stipends. The total*
35 *amount allocated under this article shall not exceed the total*
36 *amount appropriated for the purposes of this article in the*
37 *annual Budget Act.*

38 *44561. (a) Any school district that maintains classes in*
39 *kindergarten or any of grades 1 to 12, inclusive, may apply for*
40 *reimbursement under this article if it meets the conditions of*

1 *subdivision (b). County boards of education, county*
2 *superintendents of schools, charter schools, and state agencies*
3 *are not eligible to participate in this program.*

4 *(b) To be eligible for funding under this article, a school*
5 *district must agree to provide an annual salary stipend to each*
6 *experienced mentor teacher that agrees to teach in a staff*
7 *priority school, as defined in subdivision (d), and meets the*
8 *criteria and performs services in accordance with Section 44562.*

9 *(c) The annual allocation to a school district under this article*
10 *shall be a reimbursement to the district for the cost of stipends*
11 *actually provided to experienced mentor teachers that meet the*
12 *criteria and perform services in accordance with Section 44562.*
13 *In addition, a school district receiving reimbursement of stipend*
14 *costs shall be entitled to an amount equal to 5 percent of the total*
15 *stipend reimbursement for administrative costs.*

16 *(d) For purposes of this article, “staff priority school” means*
17 *a school that has an aggregate Academic Performance Index,*
18 *established pursuant to Section 52052, score that was at or*
19 *below the 30th percentile relative to other public schools in the*
20 *state in any of the five previous school years.*

21 *44562. (a) To be eligible for a stipend under this article, an*
22 *experienced teacher must meet all of the following criteria:*

23 *(1) The experienced teacher must have a professional clear*
24 *credential that would allow the teacher to instruct at the grade*
25 *level and in the subject matter to which the beginning teachers or*
26 *interns that the experienced teacher is assisting are assigned.*

27 *(2) The experienced teacher must have no less than three*
28 *years of recent experience instructing at one or more of the*
29 *grade levels and in the subject matter to which the beginning*
30 *teachers or interns that the experienced teacher is assisting are*
31 *assigned.*

32 *(3) The experienced teacher must teach in a staff priority*
33 *school and agree to provide assistance to at least one, but not*
34 *more than five, intern teachers or beginning teachers, for a*
35 *period of at least three years.*

36 *(4) The experienced teacher must meet the needs of the school*
37 *and have demonstrated ability to foster pupil achievement and*
38 *learning, as determined by the school principal.*

39 *(b) An annual stipend for an experienced teacher who meets*
40 *the criteria of subdivision (a) and agrees to teach in a staff*

1 *priority school shall be six thousand dollars (\$6,000) per year;*
2 *or another amount as specified in the Budget Act for the fiscal*
3 *year in which the stipend is provided to the teacher.*

4 SEC. 26. Chapter 3.8 (commencing with Section 44740) is
5 added to Part 25 of the Education Code, to read:

6
7 CHAPTER 3.8. PERSONNEL MANAGEMENT ASSISTANCE TEAMS

8
9 44740. (a) *The Legislature finds and declares that effective*
10 *school district personnel management, recruitment, and hiring*
11 *processes are essential to the placement of qualified teachers in*
12 *our public schools and particularly important to secure qualified*
13 *teachers for high priority schools that are often characterized as*
14 *hard to staff. The Legislature therefore intends to establish*
15 *personnel management assistance teams to provide technical*
16 *assistance to school districts in establishing and maintaining*
17 *effective personnel management, recruitment, and hiring*
18 *processes.*

19 (b) (1) *The Superintendent shall designate up to six regions of*
20 *the state so that all school districts are located within a region.*

21 (2) (A) *The Superintendent shall select a county office of*
22 *education, from among those offices that apply pursuant to*
23 *subparagraph (B), within each region that is most likely to have*
24 *the capacity to serve all school districts within the region, to*
25 *establish and house a personnel management assistance team to*
26 *assist and serve school districts within that region.*

27 (B) *A county office of education may apply to the*
28 *Superintendent to establish a personnel management assistance*
29 *team by showing how the county will address the personnel*
30 *management needs of school districts within its region.*

31 (c) *From funds appropriated for purposes of this section, the*
32 *Superintendent may grant funds to county offices that are*
33 *selected to provide personnel management services through*
34 *personnel management assistance teams and may provide further*
35 *technical assistance to the selected county offices.*

36 (d) *Each personnel management assistance team shall consist*
37 *of persons having extensive experience in school district*
38 *personnel administration, including recruitment, selection,*
39 *organization, and staffing.*

1 (e) *The superintendent of any school district, or county*
2 *superintendent of schools, may request that the regional*
3 *personnel management assistance team review the personnel*
4 *practices of a school district under his or her jurisdiction and*
5 *recommend practices or organizational functions to facilitate the*
6 *timely hiring and placement of qualified teachers.*

7 44741. *The Superintendent may select one county office of*
8 *education from among those county offices that have a personnel*
9 *management assistance team pursuant to Section 44740 to serve*
10 *as a clearinghouse of effective personnel management and hiring*
11 *practices.*

12 SEC. 27. *Section 45028.2 is added to the Education Code, to*
13 *read:*

14 45028.2. (a) *A public school employer and the exclusive*
15 *representative of credentialed teachers may negotiate and*
16 *mutually agree to an alternative salary schedule for teachers*
17 *based on criteria other than a uniform allowance for years of*
18 *training and years of experience pursuant to Chapter 10.7*
19 *(commencing with Section 3540) of Division 4 of Title 1 of the*
20 *Government Code.*

21 (b) *A school district may apply to the Superintendent for*
22 *technical assistance and grant funding to facilitate the*
23 *implementation of an alternative salary schedule, as specified in*
24 *this section. The Superintendent may make grants from funds*
25 *appropriated for this purpose in the annual Budget Act or other*
26 *legislation.*

27 (c) *To be eligible for grant funding pursuant to this section, an*
28 *alternative salary schedule should be designed to compensate*
29 *teachers for the additional responsibilities, time, and effort*
30 *required to serve in challenging school settings, and reward*
31 *teachers for professional growth tied to their particular*
32 *assignments.*

33 (d) *Public school employers and exclusive representatives of*
34 *credentialed teachers are encouraged to recognize teacher*
35 *contributions to improving pupil achievement, provide incentives*
36 *to teachers to accept teaching assignments in areas of highest*
37 *need, and recognize relevant professional experience on the*
38 *alternative salary schedule in lieu of units and degrees or in lieu*
39 *of teaching experience.*

1 (e) Employees shall not be placed in different classifications
2 on the alternative salary schedule, nor paid different salaries,
3 solely on the basis of the respective grade levels in which the
4 employees serve.

5 SEC. 28. The sum of \$_____ is hereby appropriated from the
6 General Fund, to be allocated as follows:

7 (a) The sum of \$_____ shall be allocated to the Superintendent
8 of Public Instruction in order to conduct the score-equating
9 studies necessary to determine basic skills equivalency scores
10 pursuant to subdivision (d) of Section 44252 of the Education
11 Code.

12 (b) The sum of \$_____ shall be allocated to the Commission on
13 Teacher Credentialing in order to perform its duties pursuant to
14 Sections 44252, 44252.5, 44252.7, and 44279.25 of the
15 Education Code.

16 (c) The sum of \$_____ shall be allocated to the Superintendent
17 of Public Instruction to reimburse school districts for the costs of
18 providing stipends to experienced teachers pursuant to Article 6
19 (commencing with Section 44560) of Chapter 3 of Part 25 of the
20 Education Code.

21 (d) The sum of \$_____ shall be allocated to the Superintendent
22 of Public Instruction to make grant awards for the establishment
23 of personnel management assistance teams pursuant to Section
24 44740 of the Education Code.

25 (e) The sum of \$_____ shall be allocated to the Superintendent
26 of Public Instruction to make grant awards for the development
27 of alternative salary schedules pursuant to Section 45028.2 of the
28 Education Code.